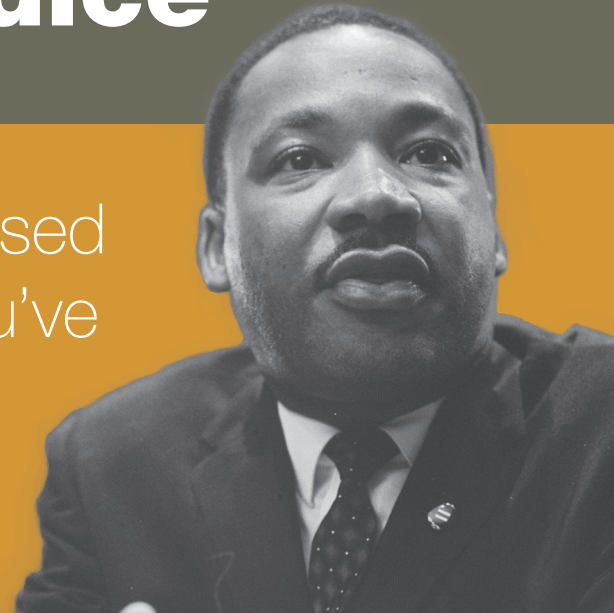


# Challenging **prejudice**

“ By the time you’ve got dressed and had your breakfast, you’ve relied on half the world. ”

Martin Luther King



## Challenging prejudice – supporting public services

When times are tough we need good local public services more than ever.

They help people back into work, help give our children the best start in life and help care for our sick and elderly.

People have come from all over the world to help deliver public services to all of us and they have made the UK their home. Our world-class public services are there for everyone.

And we rely on people of all different races, religion

and backgrounds to deliver them.

Public services help support our communities. So we must stand together, opposing cuts and opposing racists who want to use fear to set us against each other.

## What people sometimes say:

*“The UK is being swamped”*

People routinely overestimate the number of migrants – only 11.3% of people in the UK were born elsewhere.

*“We are overcrowded”*

There is more land devoted to golf courses in England than to housing – twice as much.

*“It’s gone too far the other way”*

Black and minority ethnic people in the UK are some of the most disadvantaged groups in the workplace, still experiencing discrimination in recruitment, pay, career progression, disciplinary action and redundancies.

*“What about White people?”*

Yes it is everybody’s struggle to bring fairness and equality to the whole of society – together. No more ‘them’ and ‘us’. That is what trade union solidarity is all about.

*“It’s political correctness gone mad”*

Only if you identify with the perpetrator – try the opposite view.

# Starting a discussion....

In UNISON we speak up against racism in the workplace – and in the community. However, it can be hard to know exactly what to say, especially on contentious issues. Starting a dialogue rather than confronting someone helps to build trust, respect and solidarity in the workplace.

## Some ways to approach these conversations can include:

“Yes I know what you mean, but I’m not sure I agree with you”

“There’s a difference between a fact and a belief”

Challenge stereotypes using examples that speak to your colleague or friend (“not all northerners drink bitter”)

Talk about the benefits of keeping an open mind: “You live and learn”

“How do you feel about prejudice against you? for example, as a football supporter of your club, a woman or a young person?”

“It’s alright not to have an instant opinion on every subject”.

Ask for evidence “Oh really? How do you know that?”



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